

Dr. Nancy Sebring received her doctorate in Educational Leadership from Drake University at Des Moines, Iowa. She is currently the Superintendent of Schools in the 31,000 student population Des Moines Public Schools a position she has held for the past six years. During her time at Des Moines, the district has been successful in increasing student achievement and the graduation rate in spite of high poverty within this urban setting. She has successfully lead the district through significant budget reductions while increasing student achievement and expanding opportunities for students. She has created multiple partnerships in support of the school district. The district has been recognized nationally for excellence in financial accounting practices and for significant energy saving measures. Dr. Sebring has enjoyed a successful career in various administrative positions in Iowa and Colorado including Deputy Superintendent, Director of Curriculum, the principalship and Human Resources administrator. In her early career, Dr. Sebring served as a classroom teacher in Iowa.

# Omaha Public Schools/Superintendent Online Application

Sebring, Nancy - AppNo: 10188

Date Submitted: 3/14/2012

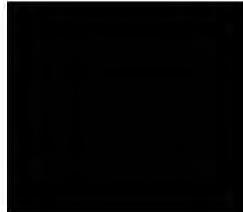
## Personal Data

Name:	Sebring (Last)	DR Nancy (First)	A (Middle Initial)
Other name(s) under which transcripts, certificates, and former applications may be listed:			
Other:	Rasmussen (Last)	Nancy (First)	A (Middle Initial)
Email Address:	nancy.sebring@dmschools.org		

## Postal Address

### Permanent Address

Number & Street:  
City:  
State:  
Zip Code:  
Phone Number:  
Fax Number:  
Cell Number:



### Work Address

Number & Street: 901 Walnut Street  
City: Des Moines  
State: IA  
Zip Code: 50309  
Phone Number: 515 242-7766  
Fax Number: 515 242-7679

Where would you prefer to be contacted: Either

## Current Personal Data

Current Employer:	Des Moines Public Schools
Current Position:	Superintendent
Years in Position:	Six
Enrollment:	31,000
Number of Staff:	approximately 5000
Annual Budget:	\$450,000,000
Current Gross Income:	\$240,000
Type of District/Organization:	K - 12
Most Recent Degree From:	Drake University
Degree Earned:	Ed.D. (Ed. Leadership and Policy Studies)

## Administrative Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Des Moines Public Schools: Superintendent	Des Moines, IA	07/06 present	Teree Caldwell-Johnson, President BOE, [REDACTED]

Significant accomplishments in this position:

Increased achievement and graduation rate in a high poverty, high minority urban district, enrollment 31,000. Successfully led the organization through significant budget reductions while increasing achievement and expanding opportunities for students. Enlisted community support of schools; served on various boards and created multiple partnerships in support of the school district. In addition, the district has been recognized nationally for excellence in financial accounting practices and has been recognized nationally for significant energy saving measures.

Reason For Leaving: Currently employed, seeking another challenge

Last Annual Salary: \$206,000 Last Annual Gross: \$241,000 Enrollment: 31,000 District Type: K - 12

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## Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Douglas County School District: Deputy Superintendent	Douglas County, CO	07/03 06/06	Mr. Jim Christensen, Superintendent

Significant accomplishments in this position:

Led the Learning Services division over a three year period. Responsible for all aspects of the teaching and learning program: academic achievement, K-12; hiring of administrators; management of district growth and increasing enrollment; supervised extra-curricular programs; supervised student services (including special education); developed and presented monitoring report data to the Board of Education; served on various Board committees and project teams.

Reason For Leaving: Accepted the superintendent position in Des Moines, Iowa

Last Annual Salary: \$150,000 Last Annual Gross: \$165,000 Enrollment: 48,000 District Type: K - 12

Executive Director of Curriculum, Instruction and Assessment; Poudre School District	Fort Collins, CO	07/01 06/03	Assistant Superintendant Gary Bamford (retired)
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Significant accomplishments in this position:

Supervised all aspects of the curriculum, instruction, assessment and professional development idvision. Implemented state assessments; monitored organizational performance; reported to the superintendent and Board of Education regularly on academic achievement.

Reason For Leaving: Accepted the Deputy Superintendent position in Douglas County

Last Annual Salary: \$90,000 Last Annual Gross: \$100,000 Enrollment: 24,000 District Type: K - 12

Assistant High School Principal, Rocky Mt. High School (Poudre School District)	Fort Collins, CO	07/01 06/03	Dr. Paul Radcliffe, Principal (Retired)
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Significant accomplishments in this position:

Assisted the high school principals in all aspects of leadership including supervision and evaluation, standards implementation, student management, extra-curricular supervision, etc.

Reason For Leaving: Accepted the job of Exec. Dir. of Curriculum in the same district

Last Annual Salary: \$60,000 Last Annual Gross: \$65,000 Enrollment: 1800 District Type: K - 12

Weld RE-1 School District: Middle School Principal	LaSalle, CO	07/96 06/99	Mr. Walt Cooper
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Significant accomplishments in this position:

Led a diverse, high poverty middle school of 300 students. Evaluated staff; managed instructional and extracurricular programs; supervised a BOCES middle school program for severely emotionally disturbed students; supervised all operations.

Reason For Leaving: Accepted a position in Fort Collins.

Last Annual Salary: \$41,000 Last Annual Gross: \$45,000 Enrollment: 300 District Type: K - 12

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### **Admin Experience Continued**

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Humboldt CSD: Human Resource Development Specialist	Humboldt, IA	07/90 06/94	Mr. Dave Fleming, Superintendent (deceased)

Significant accomplishments in this position:

Led all aspects of curriculum and supervision; managed several grants; worked with teachers to develop, align and implement state content standards; supervised assessment activities; worked with district administration to improve achievement and instruction.

Reason For Leaving: Moved with spouse to Colorado

Last Annual Salary: \$40,000 Last Annual Gross: \$42,000 Enrollment: 2,000 District Type: K - 12

Nevada CSD: Middle School Language Arts teacher	Nevada, IA	07/85 06/90	Mr. Jim Walker, Principal
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Significant accomplishments in this position:

Prepared lessons and taught 8th grade students in reading, literacy and writing.

Reason For Leaving: Moved to Humboldt, Iowa

Last Annual Salary: Unknown Last Annual Gross: Unknown Enrollment: 2,000 District Type: K - 12

### **Professional Experience**

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Madrid CSD	Madrid, IA	07/76 06/00	Dr. Dave Haggard (retired)

Significant Accomplishments at this position:

Taught a variety of high school language arts courses; supervised and coached a variety of extracurricular programs.

Reason For Leaving: To stay home with child

Last Annual Salary: Unknown Last Annual Gross: Unknown

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## Education

High School Attended: NESCO High School, Zearing, Iowa

### Colleges, Universities and Technical Schools Attended:

Name and location	Major	Degree	Date Conferred
Drake University, Des Moines, Iowa	Ed Leadership	ED. D.	Spring, 2003
Drake University, Des Moines, Iowa	School Administration	ED. S.	Spring, 1995
Drake University, Des Moines, Iowa	School Administration	MA	Summer, 1990
Iowa State University, Ames, Iowa	English Education	BA	Feb. 28, 1976
Ellsworth Community College, Iowa Falls, Iowa	Liberal Arts	AA	Jan, 1974

List honors, awards or distinctions:

Dean's List

Iowa Resident Scholar Award

Please list your professional memberships - please indicate leadership roles you may have had with any of them.

Iowa Urban Education Network

Executive Leaders of Iowa

American Association of School Administrators

Drake International School of Education Advisory Committee

Drake Educational Leadership Advisory Committee

Please list your community and civic memberships and participation.

Women's Leadership Circle, United Way

United Way Board member

Science Center of Iowa Board member

Greater Des Moines Partnership, Board member

Business-Education Alliance, Board member

Business Education Roundtable, Co-Chair

Mercy College of Health Sciences, Board member

Please list any publications you may have, including your doctoral and/or master's dissertations, if appropriate.

Doctoral Dissertation: A Study of Professional Development School Partnerships in Colorado High Schools

Please list major presentations made to national, state or regional audiences.

A variety of professional development presentations to teachers and administrators; legislative testimony on behalf of public schools; presentations to a wide variety of public service organizations.

Please list significant workshops or conferences which you would like to highlight.

## Certifications

Do you hold the appropriate certificate for this position?	No
* Are you eligible to be certified for this position?	Yes
* Have you applied for the appropriate certificate?	No
* List the date you applied for certification:	na
* Have you received any response to your application?	No
* If required, have you passed the tests mandated by the State for certification?	No

# **Omaha Public Schools/Superintendent Online Application**

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## **Open Ended Questions**

### **For Omaha Public Schools/Superintendent:**

#### **1. Please share why you are interested in this position and your unique qualifications for it.**

Throughout my career I have benefitted from serving in a variety of capacities in school districts in both Colorado and Iowa. The districts differed by size, socioeconomic conditions, minority enrollment and the enrollment of English Language Learners. These experiences prepared me to lead the largest and most diverse district in Iowa, Des Moines CSD. I am currently completing my sixth year as superintendent in Des Moines. During that time, the minority enrollment has grown from 35% to over 50%; the number of ELL students has increased to over 5000 students (many are refugees) and the poverty rate has made a steady climb to the present level of 67%. When I began the position in July, 2006, achievement was low and stagnant or declining, graduation rates were going down, and there was disproportionate placement of minority students in special education and various other remedial courses. I had to implement systems to assess the impact of a significant number of programs that were designed to increase achievement (they did not) and realign district resources to support desired outcomes. Six years later, we have seen a remarkable turnaround. Our graduation rate has increased and the gap between white and minority students is closing. We have outpaced the statewide average in graduation rates, and our fourth grade reading and math achievement is the highest it has been in ten years for all subgroups. We have increased minority enrollment in Advanced Placement courses from 59 students in 2008 to 743 students in 2012. At the same time, Des Moines has been recognized by the Belin-Blank Center at the University of Iowa as being in -a league all its own - for outstanding achievement in Advanced Placement programs. In addition, during that time, the district has improved or renovated nearly 80% of district facilities (winning a national EPA Energy Partner of the Year award in the process) and has been nationally recognized for excellence and transparency in financial and accounting practices. During my six years as the superintendent of DMPS schools, I have also led the district through the painful process of budget cuts and downsizing. I am proud to say that though we faced the toughest financial difficulties in the history of the district, we continued to make progress on our goals to improve student achievement and to create 21st century learning environments. In addition, I have had the unique opportunity to work with state education leaders, legislators and the governor's office to address education reform and to impact the future of education in Iowa. I have a respect for and value the contributions of the diverse clientele served by Des Moines Public Schools and believe that my leadership of the district has led to long term benefit of students and families.

In short, I feel that after six years in Des Moines, I have demonstrated the leadership capacity needed to direct the largest and most diverse district in Nebraska. I am excited about the challenges of moving to a district that faces many of the same challenges I faced in Des Moines. I believe that my Midwestern background and work ethic, combined with my desire to lead a diverse, urban district, make me an outstanding candidate for the position of superintendent of the Omaha Public Schools.

### **For Omaha Public Schools/Superintendent:**

#### **2. Please list the five accomplishments in your professional career of which you take the greatest satisfaction and why you do so.**

1. I found my first principalship at North Valley Middle School in LaSalle, Colorado to be professionally rewarding. It was my first experience with a high poverty, diverse population of students. There had been frequent turnover of principals and teachers. In many respects it was school leadership boot camp. I led the school to improved student achievement and learned the importance of both strong leadership and the maintenance of a collaborative professional culture.

2. While serving as the Executive Director of Curriculum, Instruction and Assessment in the Poudre School District in Fort Collins, I had the opportunity to lead an outstanding department in the implementation of state content standards and state assessments. The work was new, as the state had just begun many reform efforts in education. It was an exciting time to be immersed in the world of teaching and learning.

3. Upon arriving in Des Moines, I was confronted with a school construction/renovation effort that was the subject of multiple lawsuits and the cause of great community turmoil. I had to step in and analyze a complex set of issues; convince a Board and community to make significant changes in the plan and then put the appropriate people in place to lead the work. All of this was done very much in the public eye. It gave me an opportunity to demonstrate my willingness to listen to the community and to depart from past practice to the betterment of the district.

4. I am proud of the work of the Board, staff and community in the support of increased achievement and improved school culture in Des Moines Public Schools. In five years we have succeeded in increasing graduation rates; improving student achievement; expanding choice for parents and students; reducing disproportionality in special education placements and increasing community and parent satisfaction with the district. All of this has happened via targeted, strategic work, utilizing limited human and financial resources. It has been exciting to lead in these challenging times.

Finally, I am proud to say that in every leadership position I have held, I have had the opportunity to encourage and mentor younger, upcoming school leaders. There are many fine, young leaders in schools across the country today who are there, in part, because of my

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## Question Continued

encouragement and belief in their potential.

## Language Skills

Do you know any language other than English? No

## Professional References

	Reference 1	Reference 2
Name:	Mr. Dick Murphy	Mrs. Ginny Strong
School/Org:	Des Moines Public Schools	Des Moines Public Schools
Current Position:	Vice President, Board of Education	Former Board of Education member
Home Phone:	[REDACTED]	[REDACTED]
Cell Phone:		
Work Phone:		
Mailing Address:		
Email:		
Relationship to Candidate:	Supervisory	Supervisory
Years Known:	six	six
	Reference 3	Reference 4
Name:	Mrs. Patti Schroeder	Mr. Tom Ahart
School/Org:	Des Moines Public Schools	Des Moines Public Schools
Current Position:	Chief Financial Officer, retired	Assistant Superintendent
Home Phone:	[REDACTED]	[REDACTED]
Cell Phone:		
Work Phone:		
Mailing Address:		
Email:		
Relationship to Candidate:	Colleague	Colleague, subordinate
Years Known:	six	four

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## **General Information**

List any additional information which will support your candidacy.

Are you presently under contract? Yes  
When does contract expire? 2015  
Have you ever failed to have your contract renewed, be rehired, been asked to resign a position, or resigned to avoid termination? No  
If yes, explain.  
Have you ever had a credential or certificate revoked, suspended or annulled in any state, territory or foreign country? No  
If yes, explain.  
Where did you hear of our vacancy?

## **Referrals**

How did you hear about employment with us?

Ed Week

HYA Website

## **Legal Information**

1. Are you eligible to work in the United States? Yes
2. Have you ever been convicted of a felony or misdemeanor involving a sex offense or a controlled substance? No  
If yes, explain, giving dates:
3. Have you ever had any indicated finding of child abuse filed in your name? No  
If yes, explain, giving dates:

## **Confirmation**

I authorize the organization(s) to which I am applying and Hazard, Young, Attea & Associates, Ltd. to contact my references or any other references deemed necessary to ascertain the merits of my candidacy for this position. I authorize references to discuss my application and/or release information concerning me, and agree to hold them, the District, and the consultants harmless for providing and/or utilizing any information requested and/or provided.

I also request that my application and interest in the administrative position remain as confidential as possible under the applicable laws of the state. I understand that my candidacy may become a matter of public record when I am presented to the Board. I further understand that elements of my resume may be available to the public and the news media at such time. However, I request that reasonable effort be taken to maintain the confidentiality of this application and other documents and information which accompany my application for the position for which I am applying. (Note: In some states, such as Florida, there can be no confidential written correspondence. Please call HYA if interested in one of these positions.)

If you answer "yes" to any of the above questions, you must submit official copies of court records including disposition of the case(s).

I hereby affirm that there are no misrepresentations, omissions or falsifications in the foregoing statements and answers, and that the entries made by me are true, complete and correct to the best of my knowledge and belief. I acknowledge that any misrepresentations, omissions or falsifications might be grounds for dismissal if employed for this position.

Nancy A. Sebring  
(agreed online)